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ABSTRACT

This paper describes and compares interests and values measures useful for career assessment and counseling in tech prep and school-to-work programs. The primary source of information for this information is the third edition of "A Counselor's Guide to Career Assessment Instruments" (Kapes, Mastie, and Whitfield 1994). Stated objectives are as follows: (1) provide an overview of contemporary career interests, (2) describe essential characteristics of each of the most prominent instruments, and (3) synthesize the essential characteristic information across instruments to provide a state-of-the-art analysis of career interest and values measures. The 27 instruments included are described and compared on the following set of 14 characteristics: name of instrument, publisher, date of recent edition, intended population, number of scales, homogeneous or empirical keying, normative or ipsative scoring, time to administer, machine or hand scoring availability, computer-based version availability, types of scores reported, cost of individual test, references to reviews, and brief descriptions. These characteristics are provided for the instruments in an extensive table that shows a wide variety of differences among instruments. (YLB)

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Career Assessment: Interest and Values Measures for Tech Prep and School-to Work Programs

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Background

As a part of both the Tech Prep and School-to-Work movements, extensive counseling and guidance activities, including career assessment, are involved. In order for guidance personnel to exercise good professional judgment concerning which instruments to utilize to assist students with there career decision making, trustworthy information about these instruments is imperative. One source of information that could. be very useful for these purposes is the NCDA publication: A Counselor's Guide to Career Assessment Instruments (Kapes, Mastie, & Whitfield, 1994).

The 1st edition of A Counselor's Guide was published in 1982, and the 2nd edition in 1988 by the National Career Development Association (NCDA). This 3rd edition, which was released in November 1994, contains approximately 150 more pages than the previous edition (500 vs. 350). While some of the chapters from previous editions have been retained and revised, a number of new chapters have been added. The test reviews, which are the major focus of A Counselor's Guide, have been expanded in both number and length with a total of 49 reviews covering 52 instruments. Of these instruments, 27 could be classified as assessing career interests and values and are the focus of this presentation.

Purpose

The purpose of this presentation is to describe and compare interests and values measures useful for career assessment and counseling in Tech Prep and School -to Work programs. The basis and primary source of information for this information is the third edition of A Counselor's Guide to Career Assessment Instruments (Kapes, Mastie, & Whitfield, 1994). The objectives are: (1) to provide an overview of contemporary career

interests and values measures, (2) to describe the essential characteristics of each of the most prominent instruments, and (3) to synthesize the essential characteristic information across instruments to provide a state-of-the-art analysis of career interests and values measures.

The 27 instruments included in the presentation are described and compared on the following set of 14 characteristics: Name of Instrument, Publisher, Date of Recent Edition, Intended Population, Number of Scales (#SCR), Homogeneous or Empirical Keying (Key), Normative or Ipsative Scoring (SCL), Time to Administer (Time), Machine or Hand Scoring Availability (SCG), Computer Based Version Availability (CB), Types of Scores Reported (SCR RPT), Cost of Individual Test (Cost), References to Reviews (Ref), Brief Descriptions.

The above described 14 characteristics are provided for the 27 instruments in an extensive the table that show a wide variety of differences among instruments. For example, while most instruments are intended for high school and college students, most are applicable to adults; the number of scales ranges from six to 246; homogeneous keying with normative scoring is most common; administration time ranges from as little as 10 minutes to over one hour; most instruments can be machine scored, but less than half are computer based; percentiles and standard scores are the most common scores reported; and costs per test range from as little as 18 cents to over $22.00. From the information provided in the table, Tech Prep and School- to work practitioners should be able to identify one or more instruments that would be appropriate for their program. For more complete information about the instruments included in the table, the practitioner may want to consult the reviews provided in A Counselor's Guide.

Table I. Characteristics and Descriptions of 27 Career Interests and Values Measures

Name/Publisher/Date/Population	#SCR	Key	SCL	Time	SCG	CB	SCR RPT	Cost	Ref	Brief Description
ACT - CPP - Interest Inventory American College Testing 1994 Grade 8 to Adults	6	Hom	Nor	30 45	M H	Y	%tile Stanine	NA NA	CG1 CG2 M8	Part of the ACT Career Planning Program, or available separately as UNIACT. Examinees indicate their liking for 90 activities. Yields scores for Business Contacts, Business Operations, Social Service, Technical, Arts, & Sciences - similar to Holland's types.
Apticom - Interest Inventory Vocational Research Institute 1992 Adolescent to Adults	12	Hom	Nor	15 20	M H	Y	%tile Std Scr Profile	NA NA	CG2 M11	One of three batteries of the Apticom. Parallels the structure and function of the U.S. DOL USES Interest Inventory. Draws its occupational descriptions and activities directly from the GOE and the DOT. A 162 item instrument with Like, ?, or Dislike responses using an electronic probe.
Campbell Interest & Skills Survey-CISS NCS Assessments 1992 High School to Adults	94	Hom Emp	Nor	35 45	M	N	Std Scr	35.00 5.40	None	A 320 item instrument designed to facilitate exploration of self-reported career interests and skills, using a 6 point item response. Contains 7 Orientation Scales, 29 Basic Interest and Skill Scales, and 58 Occupational Scales that roughly correspond to Holland's occupational types.
Career Assessment Inventory-CAI NCS Assessments 1986 High School to Adults	146	Hom Emp	Nor	30 40	M	Y	Std Scr	37.50 5.15	CG1 CG2 TC2 M11	Contains 3 main categories of scales, 6 General Theme scales, 21-25 Basic Interest Area scales, and 91-111 Occupational scales. Available in 2 versions: Enhanced and Vocational. Uses Holland types to organize all scales similar to the Strong Interest Inventory.
Career Assessment Program - IBCD Educational Technologies, Inc. 1988 Grade 6 to Adults	20	Hom	Nor	30 45	M	Y	Raw %tile Std Scr	15.00 22.25	M9	Matches interest scores on 20 dimensions to the same 66 occupational families included in the ABCD. The 20 dimensions are grouped according to Things, People, and Data. An interest match to 11 GOE Interest Areas is also included. Uses visuals in both the paper-pencil and computer versions.
Career Directions Inventory-CDI Sigma Assessment Systems, Inc. 1986 High School to Adults	22	Hom	Ipt	30 45	M	Y	%tile Std Scr Ranks Other	17.50 4.90	M10	Contains 100 forced-choice triads that present 300 statements describing job related activities, work environments or work roles. Similar to Kuder General Interest Survey-Form E. Emphasis on non-college occupations. Yields 7 General Occupational Themes & 15 Basic Interest Scales.
Career Interest Inventory-CII The Psychological Corporation 1991 Grade 7 to Adults	15	Hom	Nor	25 30	M H	N	Raw Index	11.50 1.50	None	A self-report instrument which is designed to be used in conjunction with the DAT. Level 1 (120 items) yields scores on 15 Occupational Groups, 16 Subject Areas, and 16 School Activities. Level 2 (150 items) yields scores on 15 occupational groups and 20 subject areas. Both use a 5 point scale.
Career Survey-CS - Interest Survey American College Testing 1992 Grade 7 to Adults	12	Hom	Nor	20 25	M H	N	%tile	19.00 1.00	CG2 M10	The 132 item Ohio Career Interest Survey is 1 of 3 parts of the Career Survey, but can be administered separately. Designed to provide information on 12 Career Interest Areas that were developed to fit into a bipolar model of people-things versus data-ideas.
Career Occupational Preference System-COPS - Interest Inventory EDITS 1990 Grade 7 to Adults	14	Hom	Nor	20 30	M H	N	Raw %tile	7.50 0.41	CG1 CG2 M7 M8	A 168 item career exploration instrument containing a list of things people do in jobs. Twelve job activity items are included for each of 14 career clusters. Designed to measure occupational interests, as part of a system which includes Ability (CAPS) & Values (COPES). Keyed to extensive interpretive material to assist in the career decision-making process.
Chronicle Career Quest-CCQ Chronicle Guidance Publications, Inc. 1993 Grade 6 to 12	12	Hom	Nor	10 15	H	N	Raw	1.50 1.25	M11	A self-administered, self-scored inventory designed to help users explore their interests related to occupations. Consists of two forms of 108 or 144 items concerning work-related activities for each of the 12 GOE interest areas. Used with a Career Crosswalk to the DOT.

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College Major Interest Inventory-CMII	135	Hom	Nor	35	M	N	%tile	29.00	None	A 399 item instrument that closely resembles the Strong Interest Inventory
Consulting Pyschologist Press		Emp	Ipt	45				4.80		both in item format and scale construction procedures. All items, nearly
1990										half of which are course titles, focus exclusively on educational topics.
High School to College Freshmen										Many items include level as well as type of educational activity.
Harrington - O'Shea Career Decision-	6	Hom	Nor	20	M	Y	Raw	3.45	CG1	A self-administered, scored and interpreted inventory yielding 6 types similar
Making System - Revised-CDM				45	H		%tile	2.00	CG2	to Holland's SDS: Crafts, Scientific, the Arts, Social, Business, & Office
American Guidance Service, Inc.							Code		TC1	Occupations. Available in 2 levels with 96 or 120 items. Level 1 provides
1993									M8	general information; Level 2 helps in making decisions about majors,
Grade 7 to 12, College & Adults									M10	occupations and/or training programs. Also available in Spanish.
Interest Determination, Exploration	16	Hom	Nor	20	H	N	Raw	11.95	CG1	A 128 item instrument with 16 Basic Interest Scales. Designed to differen-
and Assessment System-IDEAS				25			Std Scr	1.00	CG2	tiate among broad categories of interest and to help individuals explore
NCS Assessments									TC6	personal vocational preferences. Self-contained, self-scorable booklet
1990									M9	that is a shortened version of the Career Assessment Inventory provides
Junior High to Adults									M11	updated OOH & DOT references and suggested school courses.
Jackson Vocational Interest Survey-JVIS	100	Hom	Ipt	45	M	Y	%tile	19.00	CG2	Intended for educational and vocational planning. Test takers are required
Sigma Assessment Systems, Inc.		Emp		60	H		Std Scr	5.00	TC9	to select the preferred statement between 289 pairs of work-related
1990							Ranks		M9	activities and situations. Yields scores on 10 General Themes, 34 Basic
Senior High School to Adults							Other		M10	Scales, 17 College Majors and 32 Occupational Clusters.
Kuder General Interest Survey-KGIS	17	Hom	Ipt	45	M	N	Raw	8.00	CG1	This 168 triad instrument is designed to help select educational courses
CTB McGraw-Hill				60	H		%tile	1.85	CG2	and begin exploring potential careers. Test taker chooses activity
1988									TC1	preferred most and least of 3 choices. Produces scores on 10 General
Grade 6 to Adults									M7	Interest Areas and 6 Holland Codes plus a Verification Scale.
Kuder Occupational Interest Survey-KOIS	168	Hom	Ipt	30	M	Y	%tile	8.00	CG1	Uses 100 forced-choice triads to provide scores on Vocational Interest
CTB McGraw-Hill		Emp		40			Lamda	4.40	CG2	Estimates (VIE), College Majors, and Occupations. Pattern of most and
1985									TC1	least liked responses is compared to individuals in 40 college majors and
Grade 10 to Adults									M10	109 occupational groups. VIE can be converted to Holland Codes.
Minnesota Importance Questionnaire-MIQ	27	Hom	Ipt	15	M	N	Z Scr	11.00	CG2	Self-administered inventory measuring the importance of 20 or 21 psycho-
Vocational Psychology Research				40				3.70	TC2	logical Needs along with 6 underlying Values associated with work environ-
1981									M8	ments. Designed to indicate needs which could lead to satisfaction in each
High School to Adults									M11	of the work environments. Two forms available: Paired and Ranked.
OASIS-2 - Interest Schedule	12	Hom	Nor	30	M	N	Raw	26.00	CG2	A 240 item instrument yielding 12 Interest Factors related to the GOE. Each
Pro-Ed				35	H		%tile	1.88	M10	interest factor contains 20 items with half occupational titles and half job
1991							Stanine			activities. Scored on a 3-point scale using Like, Neutral, and Dislike
Grade 8 to 12										responses. Used in conjunction with OASIS Aptitude Survey.
Ohio Vocational Interest Survey-OVIS-2	23	Hom	Nor	25	M	Y	%tile	16.00	CG2	Contains 253 items describing work activities scored on a 5-point scale.
The Psychological Corporation				35	H		Index	3.75	TC4	Items are organized into 23 Occupational Clusters, with 11 items per cluster.
1983									M10	Closely linked with the DOT and the GOE and is based on a data/people/
Grade 7 to Adults										things cubistic model of vocational interests.
Pictorial Inventory of Careers-PIC	17	Hom	Nor	20	H	N	%tile	695	CG2	A pictorial interest instrument using slides or video which requires no reading.
Talent Assessment, Inc.				30			Other	NA		Measures vocational interest using real life pictorials instead of verbal
1992										statements. Employs a series of 119 scenes depicting vocational-technical
Middle School to Adults										careers in 17 Vocational Clusters using a 3 or 5 point response.

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Reading - Free Vocational Interest	11	Hom	Ipt	10	H	N	%tile	25.00	CG1	A non-reading vocational preference measure for use with mentally
Inventory-RFVII				30			Stanines	2.50	CG2	retarded, learning disabled, and disadvantaged individuals. Explores 11
Elbern Publications							Std Scr		TC2	Vocational Interest Areas that are sampled by 165 neutral, nonspecific, black
1988							Hi/Lo		M11	and white sketches representing job tasks presented in 55 triads. Booklets
Age 13 to Adults										are non-reusable. Examinee selects activity liked best.
Salience Inventory-SI	15	Hom	Nor	30	M	N	Raw	Free	CG2	A 170 item instrument that identifies relative importance of 5 major life roles:
Consulting Psychologists Press				45	H			1.20	TC10	student, worker, homemaker, leisurite, and citizen. Each role is assessed by
1986									M11	3 scales: Commitment , Participation, and Value Expectations. Linked to
Middle School to Adults										Super's career development theory and Life-Career Rainbow.
Self - Directed Search-SDS	6	Hom	Nor	25	M	Y	Raw	10.25	CG2	A self-administered, self-scored, and self-interpreted inventory. Responses
Psychological Assessment Resources, Inc.				35	H		Code	3.40	TC5	in 5 categories (Occupational Daydreams, Activities, Competencies,
1994									M9	Occupations & Self-Estimation of Abilities) to yield scores on Holland's 6
Junior High to Adults									M10	Personality types. A 3-point code is used to match scores to occupations.
Strong Interest Inventory-SII	246	Hom	Nor	25	M	Y	%tile	Free	CG2	Uses a Like/Indifferent/Dislike or Yes/No response to 317 items to generate
Consulting Psychologists Press		Emp		35			Std Scr	5.90	TC2	4 types of scores: 6 General Themes based on Holland types, 25 Basic
1994									M9	Interest Scales, 211 Occupational Scales and 4 Personal Style Scales.
High School to Adult									M11	Available with various interpretive guides and career planning materials.
USES Interest Inventory-USESII	12	Hom	Nor	15	M	N	%tile	NA	TC3	A self-report instrument that measures relative strength of interests in 12
United States Employment Service				25	H			3.18	M6	broad GOE Occupational Categories. Consists of 162 items of 3 types
1981										(job activity statements, occupational titles, and life experiences) using
Age 16 to Retirement										3 choices: Like, ?, or Dislike. May be linked with the GATB.
Values Scale-VS	21	Hom	Nor	30	M	N	Raw	Free	CG2	Measures 21 Intrinsic and Extrinsic Values that most people seek in life.
Consulting Psychology Press				45	H			2.24	TC8	Contains 106 items, 5 for each scale, (plus1) using a 4-point response.
1986									TC9	Developed by Super & others for national and cross-national research
High School to Adults										as part of the international Work Importance Study.
Wide Range Interest Opinion Test-WRIOT	26	Hom	Ipt	60	M	N	%tile	125	CG1	Contains 150 sets of 3 pictures from which the examinees choose the one
Jastak Associates				90	H		Stanine	21.76	TC4	pictures they like best and least. Results are reported in 18 Interest
1979							Std Scr		M9	Clusters arranged into 7 Interest Categories, plus 8 Opinion and Attitude
Age 5 to Adults							Other			scales. Intended for low reading level individuals.

Notes.

Date - is of the latest revision of the instrument or significant support materials (e.g., manuals, norms, etc.).

Population - intended user group(s) as indicated by the publisher.

 # SCR - indicates the number of scores reported, including administrative indices where applicable.

Key - refers to Homogeneous (Hom) or Empirical (Emp) keying. Homogeneous keys group items into logical clusters. Empirical keys are based on actual responses that differentiate individuals within a group from people in general.

SCL - refers to Scaling: Normative (Nor) or Ipsative (Ipt). Normative scaling compares scale total score to a norm group. Ipsative scaling uses forced-choice items and results in the total score across all scales being a constant number.

Time - has two entries; the top number is the estimated least time and the bottom number is the estimated most time, and may include administrative time.

SCG - refers to scoring method available: Machine (M) and/or Hand (H).

CB - refers to computer based: Yes (Y) or No (N). Yes indicates that the entire instrument is at least administered and scored on a local computer. Instruments that are only scored or interpreted on a computer are not included in this category.

SCR RPT - refers to type of Scores Reported. Typical types of scores included here are: Raw, Percentile (%tile), Stanine, Standard Scores (Std Scr), and Ranks. Other types of scores are also included in some cases.

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